

DEPUTY DIRECTOR
FOR
OPERATIONS
ANNUAL PERSONNEL REPORT

SUMMARY STATEMENT

DDO CAREER SERVICE APR ANALYSIS

The following paragraph summarizes the major findings reported in the attached FY 1980 APR submitted by the DDO Career Service:

The Operations Career Service strength declined 27% during the past five years. Its composition is 70% professional, 29% clerical and 1% technical employees. A four percent increase of professionals was affected by a comparable loss of technicals and clericals during this period. Overall loss statistics have decreased by two percent over the 5 year period with professional retirements continuing to represent the highest number of losses. Career Trainees accounted for 76% of the professional gains for FY 1980. Of this number 32% were women and minorities which is comparable to their present representation among the Career Service's professional employees. Black professionals increased 20% in FY 1980. In FY 1980 the Career Services promotion rate was 25%, which compares with a low of 21% in 1977 and a high of 29% in 1979. Personal Rank Assignments (PRAs) decreased only nominally in FY 1980. In general, PRAs have been on the increase during the past five years, and now efforts are being made through more extensive monitoring to continue to decrease PRAs throughout the Directorate. The Career Service reported 22 counseling cases for FY 1980 which is one more than in FY 1979. Only two of these cases were identified as having been counseling cases in prior years.